Role Of Citizens And Entrepreneurship Unemployment Rate In Pressing College Graduates

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Abstract

Unemployment is a workforce that has not had the opportunity to work which means it is looking for work and has not got a job. Or there are also unemployed people who do not look for work because they feel it is impossible to get a job. It is known from the data of the Central Statistics Agency (BPS) that the highest unemployment rate is held by university graduates. Many factors cause graduates to find work difficult. These factors such as the lack of suitability possessed by what is sought by the company. In addition, the high expectations for desirable jobs make graduates reluctant to get less classy jobs. The purpose of writing this paper is to find out why university graduates find it difficult to find work and see how business opportunities can actually be obtained by universities in employment. The research method used is the method of studying literature from books, journals, or other print and web media and the interview process. The results of the research and writing activities of this paper are writing, which can later be accepted as self-evaluation material so that graduate graduates can get good jobs.

Keywords: citizens, entrepreneurship, unemployment rate

I. Introduction

A fresh graduate is a graduate from a high school or university who has no work experience. Fresh graduates usually only hold a bachelor's degree and not more than six months have the degree. That way it can be said that fresh graduates do not have formal work experience. Due to lack of experience, it is not uncommon for many fresh graduates to end up having trouble finding work or being unemployed. According to Law No. 13 of 2003 Chapter I article 1 paragraph 2, labor is anyone who is able to do work to produce goods or services both to meet their own needs and for the community. This actually does not rule out the possibility that new graduates can get a job. However, when viewed in terms of experience, a new graduate is certainly far less than a worker who already has experience.

According to Mr. Suharianto, as head of the Central Statistics Agency (BPS), since February 2016, there has been a downward trend in unemployment in Indonesia. He conveyed this statement Monday (6/5) in Jakarta. However, it should be noted that behind the decline in unemployment, the unemployment rate from the education level
experienced a jump of 25%. According to a survey conducted in the field of job seekers, it is indeed difficult to find companies that can accept graduates without experience. In addition, social pressure on bachelor degrees, both bachelor and baccalaureate, requires that they have an established education. It is feared that the high level of unemployment with a bachelor status will continue to increase. Therefore, educational institutions especially universities must direct their students and alumni in creating jobs (Amaliyah, Sumarno and Syabrus, 2018).

From the literature approach according to the Central Statistics Agency data and field condition survey, it can be seen that there is a problem in the community. The difficulty of companies accepting new graduates is a major problem in this writing. Based on this writing evaluation materials are needed for new graduates to open up the horizon of thinking about what they should do in these conditions. With the evaluation material, new graduates will be able to get good jobs immediately.

II. Method

Characteristics of the work under study are job characteristics according to Hackman JR and GR Oldham, namely: variations in skills, task identity, task significance, autonomy, and job feedback. These aspects can serve as a positive motivation driver for workers to be able to do a job effectively and efficiently which will ultimately be able to improve the work performance of workers.

One of the fundamental problems faced by Indonesia along the journey to becoming an independent nation is the problem of unemployment, where the government with various efforts have been made to reduce the unemployment rate. Efforts taken by the government in the problem of unemployment have been taken from time to time through various development approaches based on economic growth (production-centered development). But in reality there are still many employment problems in Indonesia that cannot be overcome by the government. (Wawa, 2005) The increase in unemployment in each country has an impact on economic growth in a country. In Indonesia in North Sumatra, unemployment has reached 7,000 people. This is a problem that must be solved (Franita, 2016)

According to Sumarsono in his book Human Resource Economics Theory and Policy Public, ‘Labor or Human Resources (HR) concerning humans who are able to work to
provide services or business work. Being able to work means being able to carry out activities that have economic value, namely that these activities produce goods and services to meet the needs of the community. Physically, the ability to work is measured by age. In other words, people who are of working age are considered capable of working. The population group in the working age is called manpower or manpower. In short, labor is defined as a working age population. Manpower or manpower consists of labor force and not labor force. The work force or labor force consists of (1) working groups, and (2) unemployed and looking for work’.

Meanwhile, according to Payaman Simanjuntak in his book ‘Introduction to Human Resource Economics’ workers are residents who are already or are working, who are looking for work, and who carry out other activities such as attending school and taking care of the household. In practical terms, the definition of labor and not labor according to him is only distinguished by age limits.

(Sen, 1985) states that ‘poverty should not be considered only as low income (low income), but must be considered as an inability capability (capability handicap)’. According to Chambers in Nanga (2006), ‘poverty especially in rural areas (rural poverty) is a matter of powerlessness, isolation, vulnerability and physical weakness, where each other is interrelated and influences. However, poverty is the determining factor which has the most powerful influence than the others’.

Unemployment will always appear in the modern economic system. This happens because there is a gap between labor supply and demand for labor. This gap will always occur due to various demographic, regional and technological changes which in economic terms are called frictional unemployment and structural unemployment.

(Harjanto, 2014)

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In addition, seen from BPS’s own data, as of February 2019 the unemployment rate fell to 5.01 percent or around 50 thousand people in the past one year.
The number of unemployed people per February has been declared a decrease by BPS. However, judging from the phenomenon of education, it is diploma and university graduates who are increasingly unemployed.

In February 2017, unemployment in diploma education levels rose 8.5%, or to be exact from 6.4 million graduates to 6.9 graduates. Likewise at the university level, the unemployment rate rose by 25%, or precisely from 5.0 million graduates to 6.2 graduates.

In addition to looking at the number of unemployed, it is also important to look at the distribution of the number of working people. Indonesia has around 129.4 million people working. Of the 129.4 people, classified into several aggregates to compare.

A surprising aggregate emerged from elementary school graduates and below. Elementary school graduates and below hold the role of 41% of the working population.
or around 53,054,000 number of elementary school graduates and below who work. This figure is the largest number among other levels of education.

In the next position, middle and high school aggregates hold the next position. As many as 18% of junior high school graduates and 18% of high school graduates holding the total population work. This percentage represents 23,292,000 for each aggregate. The next position is held by university aggregates which only 10% of the population works, followed by diploma class aggregates which only 3%.

III. The Cause of High Unemployed Diploma and Bachelor Graduates

Turns out it was not by accident that bachelor and diploma graduates became unemployed. According to Bisnis Indonesia, there are three main things that underlie the unemployed Indonesian bachelor and bachelor, namely:

a. The skills of new graduates do not match the needs of the company

In view of the majority of new graduates, companies are the main place to find work. However, sometimes what the company needs is different from what new graduates are able to do. That is a polemic that the average new graduate has or is also well known as a fresh graduate. The average company prefers and chooses prospective employees who already have work experience of at least one to two years. However, as a new graduate, it is quite difficult to fulfill because they are really fresh, or have no experience at all.

On the other hand, the ability that is sometimes not in accordance with the wishes of the company must bring them to bury away to be an active and productive worker. The very competitive competition between prospective workers also suggests that a fresh graduate will get a bench at a company.

b. Expectations of higher income and status

No doubt also, if a fresh graduate craves a high income and an established job position. That was indeed desirable.

However, sometimes what is expected does not correspond to reality. The explanation from a fresh graduate initials NN said that he had become a programmer in a CV. Initially he was quite happy to work on the CV, because before he was legalized before the graduation session, he had got a job. However, after all this time,
he felt that what the company provided was far from lacking. Company salaries under the UMR, busy working hours, added deadlines that were never friendly made him feel tired. Coupled with the distance of the home and work environment is quite far. That made him discouraged and opted out of work.

In addition, in the world of work itself, there are still many salaries under UMR. Plus it was felt the work was less than what they expected. That is one of the reasons why bachelor’s are more unemployed.

c. Providers of limited employment

Number of new graduates and the number of jobs is often unbalanced. Only a few jobs are open every day, compared to the number of graduates for each university or high school. This is also caused by the number of graduates graduating but not accompanied by an increase in the number of graduates received and absorbed by the professional world of work, causing a deficit that continues to rise every time if not given attention. There must be an initiative of various pihat to create jobs.

A. How to Tackle Unemployment

Scholars and Diploma though they mostly are graduated from PT-PT prestigious, and most have a GPA above 3, it turns out it is not a guarantee will be able to immediately obtain the desired job. Not a few PT graduates turned out to lack or even not mastered English, so they lacked the competencies as expected by the job market (Suyanto and Ariadi, 2013). Therefore there are a number of things that can be done as an effort to find work.

a. Conducting Quality Internships

Lower frequency of job turnover from better educated workers, which creates fewer episodes of unemployment, largely due to more training in the workplace. (Mincer, 1991). This step is very good because the competencies that we can take to college may not be enough and can not compete in the professional work world. By doing a quality internship job seekers can add capacity and competence in themselves so that companies are more confident and without a second thought in giving good jobs. With an internship someone can have sufficient work experience and if someone does an apprenticeship well it is not impossible that we will be offered a
job at the internship as well so that we can easily get jobs according to our expertise and skills.

b. Increase Channels

This method is very good and effective, by increasing the channel, relations or friends makes it easier for job seekers to get a job because this relationship can make us get more information in a job opening. The channel will give us a vacancy that we cannot reach because of a number of things, one of which is the distance of our domicile to the vacancy and provides the requirements needed in more detail, but with restrictions and that must according to the procedure. With many channels we will get a job in accordance with the field of expertise that we are in, not only to find a job, the channel also makes it easier for an entrepreneur or entrepreneur in running a business, entrepreneurs can solve problems in their business and find solutions together. Therefore it is very useful for everyone to build connections and always do good to everyone.

c. Train and prepare yourself

By training and preparing job seekers more ready and mature in plunging in the professional world, because it is actually very high failure due to the unprepared graduates in training and preparing themselves for example in recruitment or acceptance to enter into police and army members who experience many failure due to lack of practice in physical, academic and mental terms, that is just 1 example of failure in lack of training and preparing. A job seeker must be able to compete and really be able to bring out the best potential and ability that exists in it so that many companies will see and choose that person to make you join.

d. Rational in terms of salary and position.

May be a classic problem that often occurs with graduates in Indonesia. Because armed with a S1 diploma job seekers think will get a large salary and a high position when in fact it is not like that because in pioneering careers we should not think so we are led to show performance, dedication, totality and high responsibility so that our company superiors will consider and think by itself and will not close your eyes about salary increases and increases in position or position. But most job seekers or
workers are impatient and do not want to go through the process that must be faced in the professional work world.

e. Doing business or entrepreneurship

The results of the management study program at Lancang Kuning University showed that 30% of graduates of management study programs worked as young entrepreneurs (Fatkhurahman, Suroto and Hadiyati, 2018). Indonesia's creative economy as a new force towards 2025 is not only limited to enthusiasm but also a mission statement to be creative in the name of Indonesian cultural identity in every creative work created by the nation's children. The development of the creative economy also cannot be separated from the younger generation as a storehouse of creativity (Syariful, 2018). The economic growth of a country is basically inseparable from the decline - the number of residents with entrepreneurial spirit (entrepreneur). The lack of population with entrepreneurial spirit in Indonesia is partly due to the lack of knowledge about entrepreneurship, a work ethic that does not value hard work, is satisfied with work results and the effects of colonialism for too long and economic conditions that have not improved (Suyanto and Ariadi, 2013).

Doing business or entrepreneurship makes us dependent on certain companies to get income. Seeing now we are greatly facilitated in business because technological sophistication and advancement of the era of job seekers can switch and see business opportunities. If seen business or business is more promising than we work in a company because one side can get higher profits or income job seekers can organize the business as they wish and desire. The business has also received more attention by the government by providing capital loans with easy procedures and conditions and the business can actually create jobs for the unemployed and can participate in helping the government reduce the unemployment rate for various levels of education.

f. Praying

As religious people we must return to each other's beliefs so as to surrender to an almighty god because no matter how hard we abide, if not balanced with spiritual matters, everything will be futile and useless.
B. Comparison Between the Amount of Entrepreneurship and Unemployment at the Undergraduate Level

With the rise of technological progress that runs on the truth there is no difficult word for everyone to look for business opportunities because there are so many fields that can be exploited that are the starting point for developing and progressing businesses, especially the government has targeted SME entrepreneurs up 4 percent in 2019 and may increase and increase in 2020 with various kinds of assistance to be given to prospective entrepreneurs from the central government. We also compare the increase in the educated unemployment rate which jumped 25 percent. It is unfortunate indeed but it would be nice for every graduate who has not had a career opportunity to try entrepreneurship with the provision of knowledge that they can be leveled up in college.

IV. Conclusion

From the results of a literature study on unemployed bachelor workers, it is recommended for graduate graduates who still do not have a job or career opportunities with adequate knowledge and age who are still very productive to see the facts in the field to immediately correct the deficiencies in order to compete in the world work. And also has been given an alternative to the opportunity to start a business or business with a capital loan policy with a system and conditions that are easy for the employer to not only depend on existing vacancies if any exists and we can work in companies or agencies in particular outsourcing systems applied by companies mostly harms workers and is prone to termination or layoffs. It is not only us who feel the loss but also families and of course the national economy will also be disrupted, his conclusions as citizens all elements must contribute to dealing with unemployment issues in college graduates high in various ways one of them with entrepreneurship because of the convenience given by the government and the positive impact that is not only for yourself but also by the surrounding community.

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